

ARMY BOARD FOR CORRECTION OF MILITARY RECORDS

RECORD OF PROCEEDINGS

IN THE CASE OF: [REDACTED]

BOARD DATE: 16 January 2025

DOCKET NUMBER: AR20240003480

APPLICANT REQUESTS: Health Professions Officer (HPO) Board Certification Pay (BCP) for the period 23 August 2022 thru 31 December 2023.

APPLICANT'S SUPPORTING DOCUMENT(S) CONSIDERED BY THE BOARD:

- DD Form 149 (Application for Correction of Military Record)
- American Board of Internal Medicine (ABIM) Initial Certification Examination Score Report, 11 October 2022
- Virginia Department of Health Professions License, 23 March 2023
- Leave and Earnings Statements (LES) February 2023 thru March 2024
- American Board of Internal Medicine Verification of Certification Status, 26 March 2024

FACTS:

1. The applicant states:

a. He was directed here to inquire about requesting backpay of HPO BCP. He is an active duty internal medicine physician who passed the ABIM board exam on 23 August 2022. Since that time, he has received appropriate Incentives Pay for the General Internal Medicine specialty, however, he has not received BCP. His finance office is able to backpay BCP through 1 January 2024, however they directed him to request any backpay prior to this calendar year with the Army Review Boards Agency; he is requesting backpay of HPO BCP between 23 August 2022 and 31 December 2023.

b. The cause of this oversight is primarily due to his lack of understanding that he has been entitled to both incentive pay and BCP as well as a lack of understanding that BCP requires that he reaches out to request it himself.

2. A review of the applicant's official records shows the following:

a. He enlisted in the U.S. Army Reserve as a cadet on 2 September 2011, and he agreed and acknowledged on DA Form 597 (Army Senior Reserve Officers' Training

Corps (ROTC) Scholarship Cadet Contract his participation in the ROTC program with attendance to Widener University.

b. DA Form 591 (Application for Initial (Educational) Delay from Entry on Active Duty and Supplemental Agreement) dated 27 April 2015, show he was granted a delay from entry on to Active Duty beginning May 2015 and ended on May 2019; he also agreed to the conditions stated on DA Form 591g (ROTC Supplemental Service Agreement for Special Medical Program Participants) to comply with the all service requirements as a special medical program participant. He acknowledged his 4 year scholarship obligation.

c. Orders Number 134-012 dated 13 May 2015, issued by ROTC, Widener University, discharged him from the USAR Control Group (ROTC) for the purpose of accepting a commission in the United States Armed Forces.

d. On 14 May 2015, Memorandum, Subject: Appointment as a Reserve Commissioned Officer of the Army appointed him as a Reserve commissioned officer in the Army and he executed an oath of office.

e. Orders Number 31-12-A-1304 dated 28 May 2015, issued by the U.S. Army Human Resources Command (AHRC), ordered him the active duty and appointed him in the Regular Army of the United States as a commissioned officer.

f. On 12 June May 2015, the applicant was appointed as a Regular Army – Medical Service Corps commissioned officer and executed an oath of office.

g. DA Form 5074 (Record of Award of Entry Grade Credit (Medical and Dental Officers)) dated 11 March 2019 shows a Medical Degree was granted to the applicant on 18 May 2019, by the Uniformed Services University of the Health Sciences.

h. The applicant remains on active duty.

i. His record is void of a request for HPO BCP.

3. The applicant provides:

a. ABIM Initial Certification Examination Score Report dated 11 October 2022, indicated the applicant passed the ABIM 2022 Internal Medicine Certification Examination.

b. A copy of his Virginia Department of Health Professions License dated 23 March 2023 with an expiration date of 30 November 2024.

c. Copies of his LES starting with February 2023 through March 2024 showing he was receiving save pay in the amount of \$3,583.33, which was his HPO incentive pay as an internal medicine physician.

d. ABIM Verification of Certification Status dated 26 March 2024, which shows he is a board-certified internal medicine physician.

4. On 3 December 2024, in the processing of this case an advisory opinion was obtained from the Office of the Surgeon General, Chief, Special Pay Branch, that states:

a. The applicant has formally requested retroactive payment of the HPO BCP, effective date, 23 August 2022.

b. This opinion is issued after a review of supporting documentation, policy, special pay, and finance data to provide clear and concise guidance. The applicant is eligible to receive the requested incentive with an effective date of 11 October 2022. The timeframe eligible is 11 October 2022 – 30 December 2023 (11 October 2022 - 30 December 2022 = \$1,333.33; 1 January – 30 December 2023 = \$6,000.00. The total amount eligible is \$7, 333.33. Defense Finance and Accounting Service – Indianapolis will determine the exact arrears payment.

5. On 19 December 2024, the applicant was provided a copy of the advisory opinion for comment or rebuttal. He did not respond.

BOARD DISCUSSION:

After reviewing the application and all supporting documents, the Board determined relief was warranted. The applicant's contentions, the military record, and regulatory guidance were carefully considered. Based upon the findings and recommendations outlined in the OTSG advisory opinion and the lack of any rebuttal of those facts and recommendations submitted by the applicant, the Board concluded the applicant is eligible to receive the requested incentive with an effective date of 11 October 2022. The timeframe eligible is 11 October 2022 – 30 December 2023 (11 October 2022 - 30 December 2022 = \$1,333.33; 1 January – 30 December 2023 = \$6,000.00. The total amount eligible is \$7, 333.33. Defense Finance and Accounting Service – Indianapolis will determine the exact arrears payment.

BOARD VOTE:

<u>Mbr 1</u>	<u>Mbr 2</u>	<u>Mbr 3</u>	
:XXX	:XXX	:XXX	GRANT FULL RELIEF
:	:	:	GRANT PARTIAL RELIEF
:	:	:	GRANT FORMAL HEARING
:	:	:	DENY APPLICATION

BOARD DETERMINATION/RECOMMENDATION:

The Board determined the evidence presented is sufficient to warrant a recommendation for relief. As a result, the Board recommends that all Department of Army records of the individual concerned be corrected by amending the applicant's pay record to reflect the applicant is eligible to receive Health Professions Officer (HPO) Board Certification Pay (BCP) effective 11 October 2022. The timeframe eligible is 11 October 2022 – 30 December 2023 (11 October 2022 - 30 December 2022 = \$1,333.33; 1 January – 30 December 2023 = \$6,000.00. The total amount eligible is \$7, 333.33. Defense Finance and Accounting Service – Indianapolis will determine the exact arrears payment.

//SIGNED//

CHAIRPERSON

I certify that herein is recorded the true and complete record of the proceedings of the Army Board for Correction of Military Records in this case.

REFERENCES:

1. Title 37 United States Code (USC), Section 335 (Special Bonus and Incentive Pay for Officers in Health Professions) states requests for discretionary category of HPOBCP are initiated by the officer through their command's supporting personnel office. If board certification renewals are issued, they must also be submitted to ensure HPOBCP continues uninterrupted. Receipt of monthly HPOBCP can be verified by the officer by reviewing their monthly LES entitlements column.

2. Department of Defense Financial Management Regulation 7000.14, Volume 7a states to be entitled to HPO BCP, HPOs must:

- be serving in an Active Component (AC) or Reserve Component of a Military Service and entitled to basic pay under 37 USC, section 204 or compensation pursuant to 37 USC, section 206;
- be serving on AD or in an active Reserve status in a designated health professional clinical specialty;
- have a post-baccalaureate degree in a clinical specialty (a post Master's certificate acceptable to the Secretary concerned can satisfy this requirement); and
- be certified by a professional board in a designated health profession clinical specialty

The amount payable at the time is \$6,000.00 per year prorated monthly.

//NOTHING FOLLOWS//